



## COMMONWEALTH BUREAU OF CENSUS AND STATISTICS.

### LABOUR TURNOVER, MARCH, 1959

This report gives the results of a survey of labour turnover in Australian industry in the month of March, 1959, and shows these results together with those obtained in similar surveys covering the months of March, 1949 to 1958, excepting March, 1951 and 1954. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. Turnover rates for the month of September in each of the years 1954 to 1958 were published on 10th March, 1959, in a statement entitled "Labour Turnover, September, 1958".

Labour turnover is generally measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

Table 1 below shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the separation rates for manual workers for more detailed industry groups, and Table 3 shows the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.

The period covered in individual returns is not uniform, depending as it does on the dates on which Pay-roll Tax returns of individual businesses are made up for February and March in each year. The figures should be interpreted as applying to an average of about four and a half weeks.

#### Industrial Coverage

The surveys are based on a sample within certain industries of businesses subject to Pay-roll Tax. They exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations, which are exempt from Pay-roll Tax. In addition, the surveys exclude rural industry, private domestic service, the professions (e.g. accountancy firms, trade associations, consultant engineers, etc.) the shipping and stevedoring industry, the motion picture industry and all government employment and semi-government undertakings other than banks and airlines.

Businesses in the construction industry were represented in the sample for the first time in the September, 1956, survey, and since then figures for this industry have been combined with those for the building industry. The rates for these two industries have been of a similar magnitude.

#### Engagements and Separations

Table 1 summarises the engagement and separation rates of the manufacturing and non-manufacturing sectors of industry. In two categories, "female manual workers in non-manufacturing industry" and "female other (non-manual) workers in manufacturing industry", the number of employees is relatively small. Less significance should be attached to changes in their labour turnover rates than to similar changes in the larger employment categories.

Broadly, the table shows that turnover rates in March, 1952 and 1953, declined from high 1949 and 1950 levels, and then, after returning to relatively high levels in 1955 and 1956, fell again in March, 1957 and 1958. The latest bulletin in the September series, published on 10th March, 1959, shows that the turnover rates for September were considerably lower in 1956 than they had been in the previous two years, and that there has been little change of significance since then.



Turnover rates in March, 1959, were the same as, or rather higher than, those in March, 1958, for all categories of male workers.

Engagement rates for the two large categories of female workers were roughly the same as they had been in March, 1958; the separation rates for female manual workers in manufacturing industries and for female "other workers" in non-manufacturing industries were slightly lower.

TABLE 1 : ENGAGEMENTS AND SEPARATIONS : 1949 TO 1959  
(Percentage of average number of employees in each Group)

Period	Manufacturing		Non-Manufacturing		All Industries (a)	
	Manual Workers	Other Workers	Manual Workers	Other Workers	Manual Workers	Other Workers
<b>MALES</b>						
<u>Engagements:</u>	%	%	%	%	%	%
March, 1949	9.3	1.8	8.1	3.5	8.9	3.0
March, 1950	8.4	2.2	7.3	2.8	8.0	2.6
March, 1952	6.0	1.9	6.5	2.6	6.2	2.4
March, 1953	4.7	1.6	4.8	2.1	4.8	1.9
March, 1955	8.0	2.4	9.2	2.8	8.4	2.7
March, 1956	7.1	2.3	7.0	3.0	7.0	2.7
March, 1957	5.1	2.0	6.1	2.1	5.5	2.1
March, 1958	4.5	1.9	5.3	2.3	4.8	2.1
March, 1959	5.0	1.8	5.4	2.6	5.1	2.3
<u>Separations:</u>						
March, 1949	8.5	1.4	7.1	2.8	8.0	2.3
March, 1950	8.7	1.6	7.5	2.4	8.3	2.1
March, 1952	7.0	1.9	6.9	2.6	7.0	2.4
March, 1953	4.2	1.6	4.2	2.7	4.2	2.3
March, 1955	7.5	2.0	8.4	2.9	7.8	2.6
March, 1956	6.8	2.2	7.5	3.0	7.1	2.7
March, 1957	4.8	1.8	6.4	2.3	5.4	2.1
March, 1958	4.5	1.5	5.5	(b) 2.3	4.9	2.0
March, 1959	4.8	1.7	6.2	2.5	5.3	2.2
<b>FEMALES</b>						
<u>Engagements:</u>	%	%	%	%	%	%
March, 1949	11.0	3.9	9.8	9.9	10.7	8.5
March, 1950	10.5	4.8	12.1	5.8	11.0	5.6
March, 1952	6.4	4.0	8.1	5.5	6.8	5.1
March, 1953	9.0	4.0	7.3	5.8	8.5	5.4
March, 1955	8.9	5.4	7.9	6.5	8.7	6.2
March, 1956	7.9	5.0	8.5	5.8	8.1	5.6
March, 1957	7.7	4.2	7.3	4.4	7.6	4.4
March, 1958	(b) 7.0	4.2	5.6	4.4	(b) 6.7	4.4
March, 1959	7.1	3.6	5.9	4.2	6.8	4.0
<u>Separations:</u>						
March, 1949	8.9	3.4	9.4	8.2	9.0	7.1
March, 1950	8.6	4.4	11.0	5.7	9.3	5.3
March, 1952	9.7	4.2	9.9	5.8	9.7	5.4
March, 1953	6.1	3.2	4.9	4.6	5.9	4.3
March, 1955	8.9	5.0	7.0	5.6	8.5	5.5
March, 1956	9.1	3.9	7.4	5.4	8.7	5.0
March, 1957	6.1	4.2	6.3	4.6	6.1	4.5
March, 1958	(b) 6.1	3.4	5.7	4.6	(b) 6.0	4.3
March, 1959	5.5	3.4	5.8	4.2	5.6	4.0

(a) See introductory text for note on industrial coverage.

(b) Revised.



# Separation Rates of Manual Workers by Industry Group:

Table 2 gives a dissection by industry group of the separation rates of manual workers which were shown in Table 1. It shows that the separation rates for male manual workers were higher in March, 1959, than those in the previous March in all industry groups except the "other manufacturing" and "other non-manufacturing" groups. For female manual workers the separation rates were approximately the same in March, 1959, as in the previous March in the engineering and vehicles, clothing, paper and printing industries and in the retail trade; the rate was slightly lower in the textile industry; and the rates in the "other manufacturing" group, the wholesale trade and the food, drink and tobacco industry were considerably lower. In the interpretation of figures for the food, drink and tobacco industry group, it should be remembered that this group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season, and considerable fluctuation in the turnover may occur because a season may be later in one year than another.

TABLE 2 - SEPARATION RATES FOR MANUAL WORKERS BY INDUSTRY, MARCH 1949 TO 1959  
(Percentage of average number of employees in each group)

Industry Group	1949	1950	1952	1953	1955	1956	1957	1958	1959
<b>MALES</b>									
	%	%	%	%	%	%	%	%	%
Manufacturing -									
Engineering and vehicles (a)	8.1	7.4	6.3	4.2	7.4	6.5	4.8	4.4	4.8
Textiles	9.1	9.2	9.1	2.5	7.1	5.8	3.6	3.5	4.1
Clothing	5.0	6.3	8.5	3.9	5.4	4.8	3.2	(b)2.7	3.9
Food, drink, tobacco	10.2	13.0	8.8	6.3	10.0	9.7	8.0	7.0	7.6
Furniture, sawmilling and woodworking	11.6	9.9	7.0	3.5	6.1	6.2	3.9	4.0	4.2
Paper, printing	4.5	4.8	3.8	1.3	3.5	3.9	2.6	1.8	2.5
Other manufacturing	8.3	8.5	7.7	3.8	8.0	7.2	4.4	4.6	4.2
All manufacturing	8.5	8.7	7.0	4.2	7.5	6.8	4.8	4.5	4.8
Non-manufacturing -									
Mining	3.4	4.1	2.7	1.9	3.8	3.7	4.0	2.4	4.0
Building and construction (c)	10.7	8.4	10.9	6.4	11.8	12.7	11.2	10.5	11.1
Road transport	6.7	7.4	4.1	4.1	9.0	6.2	5.3	4.1	4.5
Wholesale trade	5.6	8.1	5.4	4.7	9.4	7.6	5.1	4.4	5.3
Retail trade	5.1	5.6	4.8	2.7	6.0	4.4	3.9	3.5	4.2
Other non-manufacturing	9.8	10.5	9.5	3.8	7.8	9.3	5.1	4.9	4.1
All non-manufacturing	7.1	7.5	6.9	4.2	8.4	7.5	6.4	5.5	6.2
All Industries (d)	8.0	8.3	7.0	4.2	7.8	7.1	5.4	4.9	5.3
<b>FEMALES</b>									
	%	%	%	%	%	%	%	%	%
Manufacturing -									
Engineering and vehicles (a)	11.6	12.1	10.8	4.9	9.6	8.2	7.7	5.2	5.3
Textiles	9.1	7.1	9.0	3.8	7.0	5.9	4.6	4.7	4.3
Clothing	5.0	5.8	9.5	6.0	7.2	5.8	4.4	(b)4.1	4.3
Food, drink and tobacco	21.7	13.7	9.2	10.4	16.1	23.4	10.7	14.0	10.3
Paper, printing	6.6	9.3	10.4	3.8	5.8	6.0	4.5	4.0	4.0
Other manufacturing	7.5	13.2	10.5	5.1	8.5	6.9	5.6	6.1	5.6
All manufacturing	8.9	8.6	9.7	6.1	8.9	9.1	6.1	(b)6.1	5.5
Non-manufacturing -									
Wholesale trade	4.9	6.7	5.4	4.4	5.9	7.8	5.8	5.2	3.4
Retail trade	5.5	6.3	7.9	2.8	5.3	4.8	4.5	4.9	4.9
Other non-manufacturing	11.4	13.5	12.1	6.6	8.2	7.9	7.2	6.2	6.7
All non-manufacturing	9.4	11.0	9.9	4.9	7.0	7.4	6.3	5.7	5.8
All Industries (d)	9.0	9.3	9.7	5.9	8.5	8.7	6.1	(b)6.0	5.6

(a) Founding, engineering, metal-working, ship and vehicle manufacture and repair.

(b) Revised.

(c) Construction other than building not included prior to March, 1957.

(d) See introductory text for note on industrial coverage.



### Analysis of Separations for Manual Workers:

In Table 3, separations of manual workers are classified by type of separation (dismissed, retrenched, left and other). Businesses submitting returns were asked to class employees as "dismissed" where employment was terminated on the employer's initiative for disciplinary or similar reasons; as "retrenched" where the employment was terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.; as "left" where employment was terminated on the employee's initiative (employees on strike are not included as separations); and as "other" where the separation was due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, or similar reasons.

The table gives the above-mentioned dissection of separation rates for March, 1958, and March, 1959, for male and female manual workers. Preceding issues in the series have contained corresponding information for earlier years.

As in previous periods, most separations in March, 1958, and March, 1959, were due to persons leaving on their own initiative. In the food, drink and tobacco manufacturing industry, which is affected by seasonal factors, it is usual for the retrenchment rate to be higher than the left rate. In March, 1959, the retrenchment rate was higher than the left rate in the building and construction industry also.

Of the industry groups where the total male separation rate for March, 1959, was higher than that for March, 1958, a higher retrenchment rate was the most important single factor in the following groups: engineering and vehicles, food, drink and tobacco, mining, building and construction, road transport, and wholesale and retail trade. A higher rate for the category "left" was an important factor in the increases in the rates for textiles, clothing, furniture and woodworking, and paper and printing industries.

The male all industries rate for the category "left" was the same as last year; there were small variations in most individual industries, but a significant increase in the clothing industry. The female all industries rate for the same category was slightly lower than last year, mainly as a result of lower rates for "food, drink and tobacco", "other manufacturing", and "other non-manufacturing". The lower rate for the food, drink and tobacco industry is probably due largely to the seasonal factors mentioned earlier.

		March 1958		March 1959		All industries (a)	
		Male	Female	Male	Female	Male	Female
Manufacturing -							
Engineering and vehicles (a)		10.8	12.1	11.1	12.1	10.8	12.1
Textiles		1.2	1.1	1.2	1.1	1.2	1.1
Clothing		2.2	2.2	2.2	2.2	2.2	2.2
Food, drink and tobacco		10.1	10.1	10.1	10.1	10.1	10.1
Paper, printing		10.1	10.1	10.1	10.1	10.1	10.1
Other manufacturing		10.1	10.1	10.1	10.1	10.1	10.1
All manufacturing		10.1	10.1	10.1	10.1	10.1	10.1
Non-manufacturing -							
Wholesale trade		10.1	10.1	10.1	10.1	10.1	10.1
Retail trade		10.1	10.1	10.1	10.1	10.1	10.1
Other non-manufacturing		10.1	10.1	10.1	10.1	10.1	10.1
All non-manufacturing		10.1	10.1	10.1	10.1	10.1	10.1
All industries (b)		10.1	10.1	10.1	10.1	10.1	10.1

(a) Engineering, engineering, metal-working, ship and vehicle manufacturing and repair.  
 (b) Revised.  
 (c) Construction other than building not included prior to March, 1957.  
 (d) See introductory text for note on industrial coverage.



TABLE 3 : ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS.

MARCH, 1958, AND MARCH, 1959

(Percentage of average number of employees in each group)

Industry Group	March, 1958					March, 1959				
	D.	R.	L.	O.	Total	D.	R.	L.	O.	Total
<b>MALES</b>										
	%	%	%	%	%	%	%	%	%	%
Manufacturing -										
Engineering and vehicles (a)	0.7	0.7	2.9	0.1	4.4	0.7	1.0	3.0	0.1	4.8
Textiles	0.4	0.6	2.4	0.1	3.5	0.5	0.6	2.7	0.3	4.1
Clothing	0.5	0.7	1.4	(b)0.1	(b)2.7	0.6	0.6	2.7	0.0	3.9
Food, drink, tobacco	0.7	3.2	3.0	0.1	7.0	0.6	3.9	2.9	0.2	7.6
Furniture, woodworking, etc.	0.8	0.9	2.2	0.1	4.0	0.6	0.9	2.6	0.1	4.2
Paper, printing	0.3	0.2	1.2	0.1	1.8	0.3	0.1	2.0	0.1	2.5
Other manufacturing	0.6	0.7	3.2	0.1	4.6	0.6	0.7	2.8	0.1	4.2
All manufacturing	0.6	1.1	2.7	0.1	4.5	0.7	1.2	2.8	0.1	4.8
Non-manufacturing -										
Mining	0.3	0.2	1.8	0.1	2.4	0.5	1.1	2.3	0.1	4.0
Building and construction	1.9	4.1	4.4	0.1	10.5	1.7	5.1	4.2	0.1	11.1
Road transport	1.1	0.3	2.7	0.0	4.1	0.9	1.3	2.3	0.0	4.5
Wholesale and retail trade	0.5	1.2	2.4	0.1	4.2	0.8	1.8	2.3	0.1	5.0
Other non-manufacturing	1.2	0.4	3.2	0.1	4.9	1.3	0.3	2.4	0.1	4.1
All non-manufacturing	0.9	1.5	3.0	0.1	5.5	1.1	2.3	2.7	0.1	6.2
All Industries	0.8	1.2	2.8	0.1	4.9	0.8	1.6	2.8	0.1	5.3
<b>FEMALES</b>										
	%	%	%	%	%	%	%	%	%	%
Manufacturing -										
Engineering and vehicles (a)	0.9	0.9	3.3	0.1	5.2	0.4	1.4	3.5	0.0	5.3
Textiles	0.4	1.4	2.7	0.2	4.7	0.3	1.0	2.9	0.1	4.3
Clothing	0.5	1.0	2.4	(b)0.2	(b)4.1	0.9	0.3	3.0	0.1	4.3
Food, drink, tobacco	1.6	6.6	5.7	0.1	14.0	0.6	5.4	4.2	0.1	10.3
Paper, printing	0.5	0.4	3.0	0.1	4.0	0.7	0.1	3.2	0.0	4.0
Other manufacturing	0.3	1.3	4.1	0.4	6.1	0.4	1.7	3.4	0.1	5.6
All manufacturing	0.7	1.9	(b)3.3	0.2	(b)6.1	0.6	1.5	3.3	0.1	5.5
Non-manufacturing -										
Wholesale and retail trade	0.7	1.1	3.1	0.1	5.0	0.5	0.6	2.7	0.2	4.0
Other non-manufacturing	1.3	0.1	4.8	0.0	6.2	2.8	0.1	3.7	0.1	6.7
All non-manufacturing	1.1	0.5	4.1	0.0	5.7	2.0	0.3	3.3	0.2	5.8
All Industries	0.8	1.6	3.5	(b)0.1	(b)6.0	1.0	1.2	3.3	0.1	5.6

D. Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.

R. Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.

L. Left : Employment terminated on the employee's initiative. Employees on strike not included.

O. Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

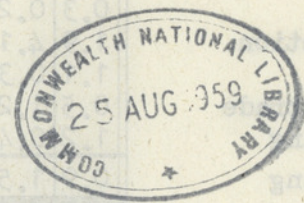
(a) Founding, engineering, metal-working, ship and vehicle manufacture and repair.

(b) Revised.



TABLE 1. ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS  
MARCH 1936 AND MARCH 1937  
(Percentage of average number of employees in each group)

Industry Group	March, 1936					March, 1937				
	D. R.	L.	O.	Total	%	D. R.	L.	O.	Total	%
MALES										
Manufacturing -										
Engineering and vehicles (a)	0.70.7	2.9	0.1	4.4	0.7	0.70.7	2.9	0.1	4.4	0.7
Textiles	0.40.6	2.4	0.1	3.2	0.5	0.40.6	2.4	0.1	3.2	0.5
Clothing	0.20.7	1.4	(b)0.1	2.7	0.6	0.20.7	1.4	(b)0.1	2.7	0.6
Food, drink, tobacco	0.73.2	3.0	0.1	7.0	0.6	0.73.2	3.0	0.1	7.0	0.6
Furniture, woodworking, etc.	0.80.9	2.2	0.1	4.0	0.6	0.80.9	2.2	0.1	4.0	0.6
Paper, printing	0.30.3	1.2	0.1	1.8	0.3	0.30.3	1.2	0.1	1.8	0.3
Other manufacturing	0.60.7	2.2	0.1	4.6	0.6	0.60.7	2.2	0.1	4.6	0.6
All manufacturing	0.61.1	2.7	0.1	4.2	0.7	0.61.1	2.7	0.1	4.2	0.7
Non-manufacturing -										
Mining	0.30.2	1.8	0.1	2.4	0.2	0.30.2	1.8	0.1	2.4	0.2
Building and construction	4.4	0.1	0.1	10.2	1.7	4.4	0.1	0.1	10.2	1.7
Road transport	2.7	0.0	0.0	4.7	0.9	2.7	0.0	0.0	4.7	0.9
Wholesale and retail	2.4	0.1	0.1	4.2	0.8	2.4	0.1	0.1	4.2	0.8
Other non-manufacturing	3.2	0.1	0.1	4.9	1.3	3.2	0.1	0.1	4.9	1.3
All non-manufacturing	3.0	0.1	0.1	2.5	1.1	3.0	0.1	0.1	2.5	1.1
All Industries	0.81.2	2.8	0.1	4.9	0.8	0.81.2	2.8	0.1	4.9	0.8
FEMALES										
Manufacturing -										
Engineering and vehicles (a)	0.90.9	3.3	0.1	2.2	0.4	0.90.9	3.3	0.1	2.2	0.4
Textiles	0.41.4	2.7	0.2	4.7	0.3	0.41.4	2.7	0.2	4.7	0.3
Clothing	0.21.0	2.4	(b)0.2	4.1	0.9	0.21.0	2.4	(b)0.2	4.1	0.9
Food, drink, tobacco	1.00.6	2.7	0.1	4.0	0.6	1.00.6	2.7	0.1	4.0	0.6
Paper, printing	0.20.4	3.0	0.1	4.0	0.7	0.20.4	3.0	0.1	4.0	0.7
Other manufacturing	0.31.3	4.1	0.4	6.1	0.4	0.31.3	4.1	0.4	6.1	0.4
All manufacturing	0.71.9	(b)3.3	0.2	(b)6.1	0.6	0.71.9	(b)3.3	0.2	(b)6.1	0.6
Non-manufacturing -										
Wholesale and retail trade	0.71.1	3.1	0.1	2.0	0.2	0.71.1	3.1	0.1	2.0	0.2
Other non-manufacturing	1.30.1	4.8	0.0	6.2	2.8	1.30.1	4.8	0.0	6.2	2.8
All non-manufacturing	1.10.2	4.1	0.0	2.7	2.0	1.10.2	4.1	0.0	2.7	2.0
All Industries	0.81.6	3.2	(b)0.1	(b)6.0	1.0	0.81.6	3.2	(b)0.1	(b)6.0	1.0



D. Dismissed: Employment terminated on the employer's initiative for disciplinary or similar reasons.  
 E. Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.  
 F. Left: Employment terminated on the employee's initiative. Employees on strike not included.  
 G. Other: Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.  
 (a) Founding, engineering, metal-working, ship and vehicle manufacture and repair.  
 (b) Revised.